Report to the Teamsters 27th International Convention

by the

Diversity Committee

Las Vegas, Nevada
June 26 – June 30, 2006

REPORT AND RECOMMENDATIONS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS' DIVERSITY COMMITTEE

INTRODUCTION

In 2001, the International Union leadership established the first Diversity Committee at the 26th International Union Convention. The creation of the Diversity Committee was the International Union's recognition that its strength and growth is enhanced by its ability to anticipate, understand, and plan for the diversity trends in the workforce demographics in the 21st Century. Through their discussions, the Diversity Committee for the 27th International Convention acknowledged that to build an effective labor organization for the future, the International Union must adopt clear and specific education and training programs and policies and be committed to the development of an organization which values and encourages the participation of members from all racial, cultural, and ethnic groups, men and women of all ages, physical disabilities, sexual orientations, and gender identities. Diversity at the International and affiliate levels must be recognized as a means to strengthen our organizing campaigns, the quality of representation of our members, and our ability to engage in effective community and political activities.

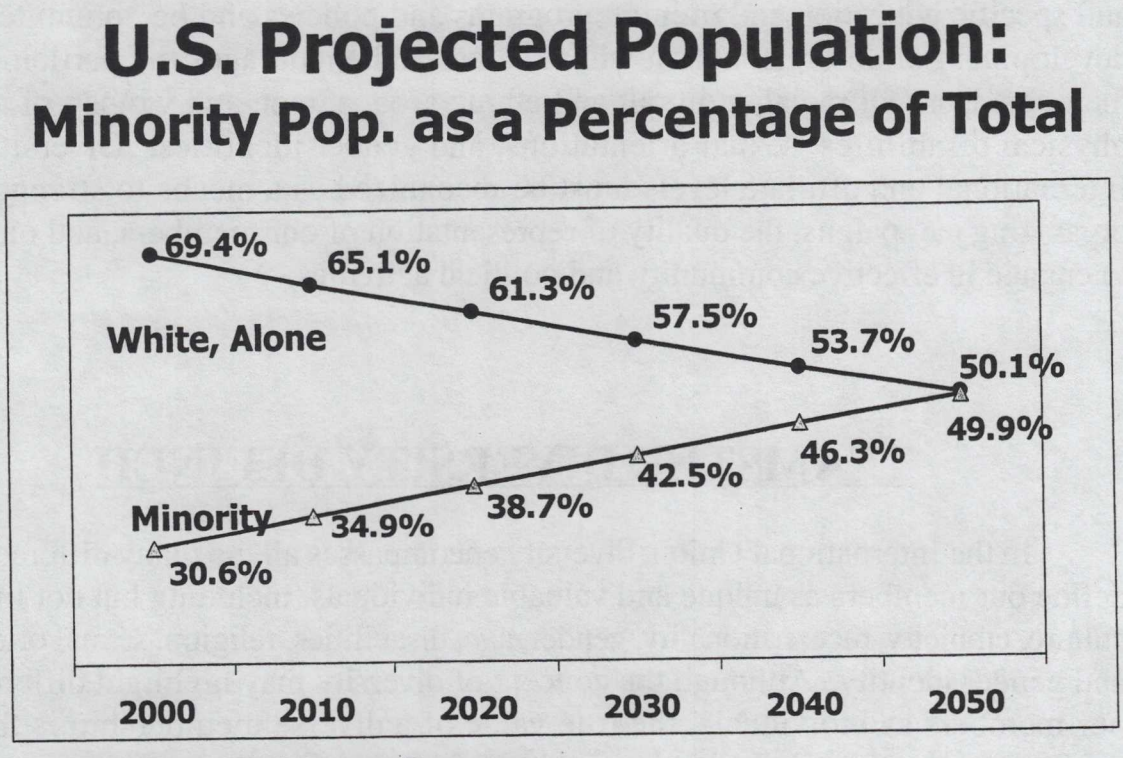
TEAMSTER DIVERSITY DEFINED

In the International Union, diversity encompasses all the many differences that define our members as unique and valuable individuals, including but not limited to culture, ethnicity, race, nationality, gender, age, disabilities, religion, sexual orientation, and gender identity. Although the concept of diversity may highlight differences in our members as individuals, the true value of a diverse membership is that such differences create a whole that is more than the sum of its components – a group of Teamster members, whose collective strengths are derived from understanding, appreciating, and capitalizing on their ideas, perspectives and creativity. A diverse Teamsters Union must promote an environment and culture which encourages all

members, regardless of their differences, to participate in the activities, decision-making, and leadership of their Union.

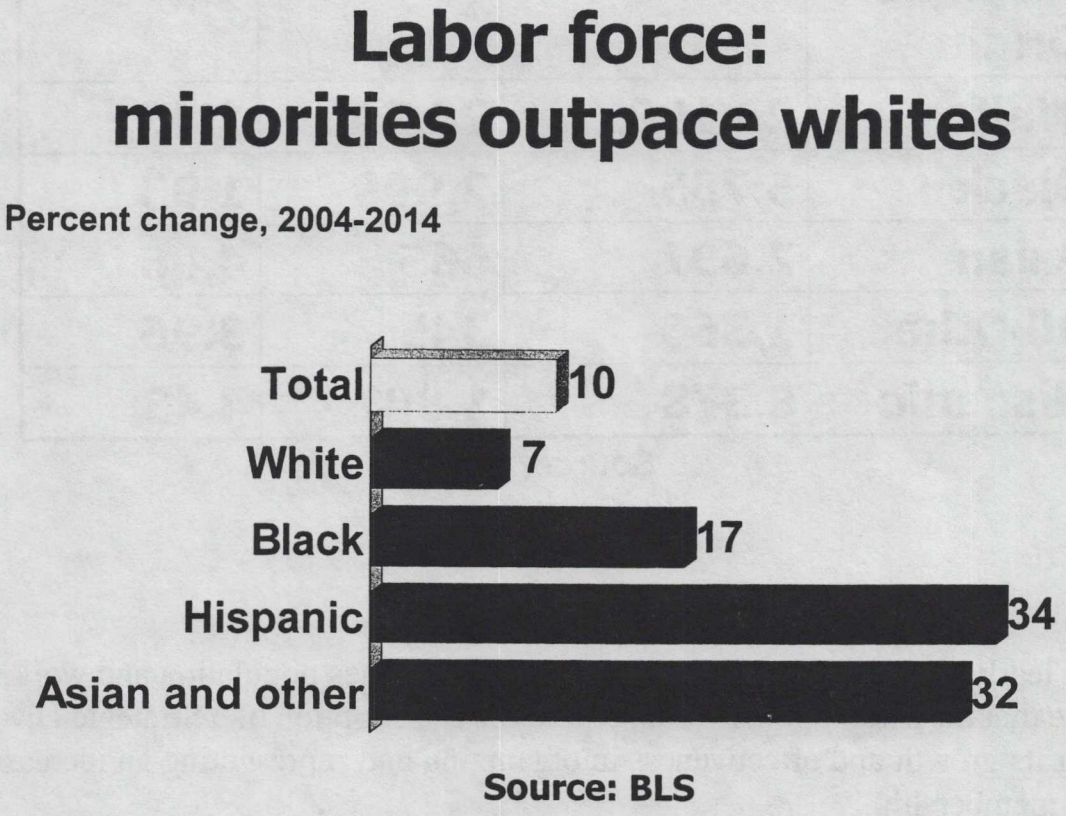
TEAMSTER DIVERSITY IS A GROWTH STRATEGY

The International Union has committed to organizing new members as a top priority through its substantial investment in its Organizing Department and by conducting organizing training and workshops at the affiliates. The success of our organizing campaigns and other membership initiatives is dependent on the Union's ability to plan for, manage and respond to the changing demographics of the American and Canadian workforces. The following graph from the U.S. Census Bureau clearly demonstrates that, between 2000 and 2050, the White percentage of the total population will decline by 19%, while the minority population percentage of the total population will increase by 19%, resulting in a United States population which is about 50% White and 50% minority:



Source: U.S. Census Bureau

The projected percent change in the workforce from 2004 to 2014 reveals that minorities far out pace Whites. The following graph from the Bureau of Labor Statistics data indicates that, between 2004 and 2014, Whites will constitute a 7% change in the labor force, whereas Blacks will be 17%, Hispanics 34%, and Asian and other minorities 32%:



By 2014, Bureau of Labor Statistics data projects that about one-fourth of the approximately 162,097,000 in the labor force will be new workers. The graph that follows shows a ratio that, between 2004 and 2014, for every White that leaves the United States labor force 1.43 will enter; while for each Black that leaves 1.93 will enter; for every Asian that leaves 4.06 will enter; for every Hispanic that leaves 4.43 will enter; and for other minorities 3.96 will enter for each that leaves:

Labor Force Entrants and Leavers 2004-2014

In thousands

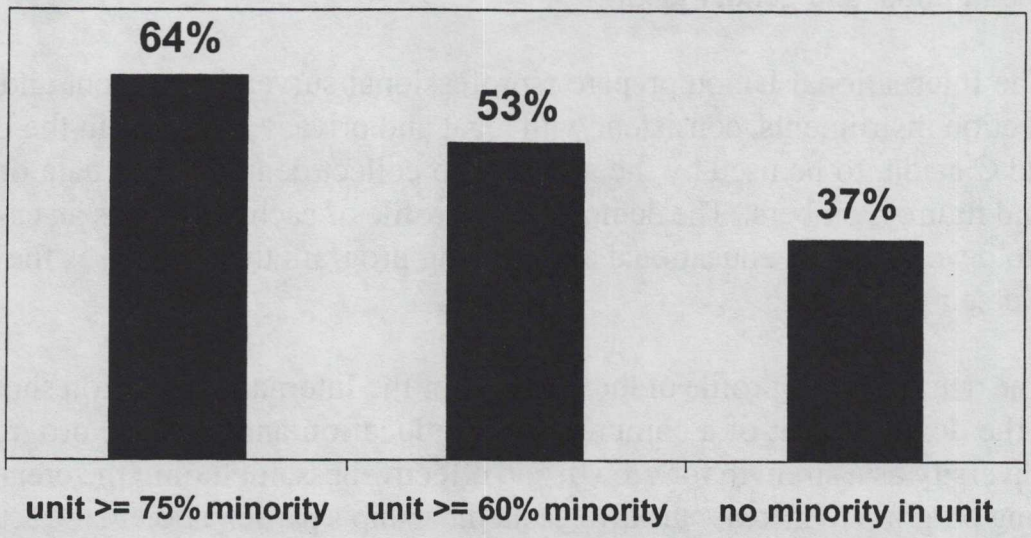
Race/ Hispanic Origin	Entrants	Leavers	Ratio of E/L
White	29,190	20,343	1.43
Black	5,795	2,999	1.93
Asian	2,697	665	4.06
All Other	1,366	345	3.96
Hispanic	8,378	1,892	4.43

Source: BLS

Clearly, the projected changes in the United States population and work force mandate that the International Union commit to the adoption of a Strategic Diversity Plan for its growth and effectiveness in organizing and representing an increasingly diverse membership.

Recognizing and managing diversity is directly related to growth of a labor organization. The Economic Policy Institute analyzed National Labor Relations Board representation election results data and found, as indicated by the following graph, in private sector bargaining units where the percentage of minorities and women is greater than or equal to 75%, unions won 64% of the elections; where the bargaining unit contained greater than or equal to 60% minorities and women, unions won 53% of the elections; and where there were no minorities in the bargaining unit, unions won only 37% of the elections:

Private Sector Bargaining Unit Certification Election Win Rates Based on the Proportion of Minorities In Unit



Sources: Opposition on Union Certification Win Rates: A Private/ Public Sector Comparison." Economic Policy Institute. Working Paper No.113.

BRONFENBRENNER, K. and T. JURAVICH. 1998. **"It Takes More than House Calls: Organizing to Win with a Comprehensive Union-Building Strategy."** Organizing to Win. K. Bronfenbrenner et al., eds. Ithaca and London: ILR Press, 19-36.

These representation election results demonstrate that minorities and women recognize that unions substantially improve their standard of living. This is verified by Bureau of Labor Statistics data indicating that, in 2005, the median weekly full-time earnings for unionized workers was $801, compared to $622 for nonunion workers. For all men in unions, the median weekly earnings was $857, compared to $692 per week for nonunion men; for union women — $731, compared to $559 for nonunion women; for union Blacks — $656, compared to $500 for nonunion Blacks; for union Latinos — $673, compared to $449 for nonunion Latinos; and for union Asians — $809, compared to $744 for nonunion Asians.

RECOMMENDATIONS FOR A STRATEGIC DIVERSITY PLAN

To plan for and manage the diversity in the International Union's current membership and for future members in the increasingly diverse demographics of the United States and Canadian workforces, the Diversity Committee submits the following recommendations for the establishment of a **"Strategic Teamsters Diversity Plan:"**

1. The International Union commit, in its Constitution, to education and training as a top priority at all levels of the Union to create a Teamster environment and culture that recognizes and values the ideas, perspectives, and participation of men and women of all ages, members of different racial, cultural, and ethnic groups, physical disabilities, sexual orientations, and gender identities.

2. The International Union prepare a professional survey instrument and other data collection instruments, consistent with legal and privacy concerns in the United States and Canada, to be used by the affiliates to collect demographic data on their current and future members. The demographic profile of each affiliate is an essential element to developing an educational and training program that addresses the needs of the diverse membership.

3. The demographic profile of the affiliates of the International Union should be used for the development of a comprehensive education and training program on valuing diversity as a strength for growth and effectiveness, including the creation of a mentoring program to increase the diverse membership's participation in the activities of the Union and leadership at the International, State Conference, Joint Council, and Local Union levels. The International's and affiliates' officers and members should attend diversity education and training workshops conducted by the International Union.

4. The International should create a list of "best practices" used by the Local Unions to increase attendance at membership meetings and participation in Local Union activities. Such practices include the development of youth and other community oriented programs designed to enhance the Union's relationship with members from different backgrounds.

5. The International and each affiliate should designate a person who is responsible for implementing the diversity initiatives within the International, State Conference, Joint Council, or Local Union.

6. The National Diversity Committee will be a standing committee and shall consist of the Human Rights Commissioners and the Diversity Committee serving at the 27th International Union Convention. The National Diversity Committee will be responsible for establishing the goals and time lines for accomplishing the diversity initiatives, monitoring the progress on the diversity initiatives and issuing quarterly reports to the affiliates on such progress, and, if necessary, periodically modifying the diversity initiatives and educational and training programs to increase their effectiveness.